



Brussels, 08 April 2019

NOTE FOR THE ATTENTION OF BOARD OF GOVERNORS

SUBJECT: SECONDDED AND LOCALLY RECRUITED TEACHERS FOR THE EUROPEAN SCHOOLS

Generation 2004, as the biggest Brussels staff association, representing also parents whose children attend European Schools, would like to raise its concern about the functioning of the current system related to the recruitment of the seconded and locally recruited teachers for the European Schools.

Generation 2004 expresses its gratitude to the Members States, which have announced the willingness to second an exceptional amount of teacher to the European Schools for the 2019-2020 school year.

This unplanned action will have also its negative consequences for the locally recruited teachers. Especially in the Laeaken European School, which have received the biggest share of the future seconded teachers. The announcement of laying off 25 teachers has caused tensions within the school as well as will have social impact on the personnel, especially those recruited on the indeterminate contracts. In addition, it attracted wide media coverage¹. Thus adding to the negative image of EU institutions.

Therefore, **Generation 2004** pledges for a reform of the how the process is being handled in order to assure a long term planning and avoid similar problems in the future:

- Member States should fulfil their obligations to second teachers (sharing costs should be set up in such a way that it would encourage to second teachers);
- Member States should provide a long term planning related to their intention to second teachers;
- Central Recruitment Authority, a body consisting *inter alia* of eg. European School directors, the Secretary General of the European School, should be established. It would be in charge of:
 - ✓ allocating seconded teachers to each school based on real particular needs (today the allocating is decided by Member States);
 - ✓ recruitment of local teachers, who would not have contracts with a particular school and thus could be reallocated to other school based on needs.

¹ https://www.youtube.com/watch?v=IK_WNLJfxGM; <https://bx1.be/news/lecole-europeenne-de-laeken-va-licencier-25-professeurs-locaux>; <https://www.dhnet.be/regions/bruxelles/ecole-europeenne-de-laeken-les-parents-adressent-une-lettre-ouverte-au-conseil-superieur-des-ecoles-europeennes-5c8a2b669978e2710eb670ae>; https://www.rtf.be/info/regions/bruxelles/detail_les-eleves-de-l-ecole-europeenne-iv-a-laeken-manifestent-pour-garder-leurs-professeurs?id=10168041.

Generation 2004 is willing to discuss its proposal in more detail and encourages the Board of Governors to take immediate actions in this regard.

(signed electronically)
Domen OSOVNIKAR
Vice-Chair of Generation 2004

CC: Mr Giancarlo MARCHEGGIANO, Secretary-General of the European Schools; Mr Marco Umberto MORICCA, Director - Legal Affairs & Partnerships HR.E; Ms Hélène MATUNDU LUZOLO, Assistant to Secretary General of the European Schools; Ms Mariana SAUDE, Head of Unit HR.E.4.